

Applicant Summary
February 1, 2025

CONFIDENTIAL

Position Title: Medical Recruiter

Applicant Information:

Name: Tiffany Lange, MHA
Location: Richmond, VA
Phone: 804-512-3017
Email: tlange@langerecruiting.com

Background: Tiffany is an experienced healthcare recruiter, focusing exclusively on medical practices. As a former medical practice administrator, she understands the positions for which she is recruiting and seeks out only those candidates with the attributes and skills that will best meet her clients' needs.

Strengths:

- Almost 30 years' experience in the healthcare space.
- Tremendous attention to detail.
- Excellent customer service focus.
- Deep understanding of the roles for which she recruits.

Challenges: Not applicable.

Compensation: The applicant's salary requirements will go here.

Availability: Must give 90 days' to current employer.

Commute: The applicant lives 15 minutes for the client's office.

Certification/Education: BS, Systems Engineering, University of Virginia; MHA, Virginia Commonwealth University

On-line Presence: [LinkedIn](#); [Work Web Site](#); [Instagram](#)

Video Clip: [Click here](#) for a video of the applicant.

References:

Margaret Maples, Medical Practice Manager

"I have had the pleasure of working with Tiffany Lange as a client and as a recruit. We first met when Tiffany recruited a new Medical Assistant for my practice. She provided several, qualified candidates for us to interview along with a detailed summary of each. She contacted references and performed background checks, thus taking much of the workload off of the office.

Tiffany also helped place me with my current employer – she was able to match my skill set with the needs of the practice. She facilitated the entire process from interview to employment offer and continues to follow-up to ensure a successful fit. I could not be happier in my new role and grateful to Tiffany for her help and support. She cares about her clients and the people she's recruiting and it shows by the time and effort she puts in."

Gordon Lewis, MD

"My practice has had some unique staffing needs over the years; Tiffany has been able to help fill each position from a Marketing Coordinator and Nurse Practitioner to Front Desk Associate and Medical Assistant. Tiffany has done a great job understanding the type of person we are seeking and then going out and finding candidates with the skills and experience to do the job right.

She not only helps us identify candidates, but also assists with negotiating compensation/benefits and contract terms. Her candidate summaries provide great insight into the strengths and weaknesses of each applicant and save us tremendous time in the recruiting and hiring process. Her assistance and insight are greatly appreciated."

Tiffany P. Lange, MHA
10 Bridgeway Road, Richmond, Virginia 23226
(804) 512-3017 – tlange@langerecruiting.com

EDUCATION Medical College of Virginia - Virginia Commonwealth University: Richmond, VA
Master of Health Administration, May 1998
Adolph D. Williams Scholarship Award for Outstanding Academic Achievement

University of Virginia: Charlottesville, VA
B.S. Systems Engineering with a concentration in economics, May 1993

EXPERIENCE **Lange Recruiting**, Richmond, VA (May 2011 to Present)
President

Responsibilities: Lead a staff of three Senior Recruiters responsible for recruiting medical staff of all types, from medical assistants to physicians, for independent medical practices throughout the nation.

Accomplishments:

- Consistently increased placements by double digits, year over year.
- Expanded the firm's market area from Richmond, VA to a national presence serving over 15 states throughout the country.
- Successfully expanded the service offering to include Physician Recruiting.

Cardiothoracic Surgical Associates, Richmond, VA (January 2004 to July 2011)
Executive Administrator

Responsibilities: Managed a staff of 17 providers and 12 support staff. Responsible for overseeing the implementation of the practice's strategic plan, financial operations, insurance negotiations, practice operations. Responsible for development of new lines of business.

Accomplishments:

- Consistently increased collections per case and practice revenues, year over year.
- Developed a new clinical research program, supported by all surgeons. Program generated over \$300,000 per year in new revenues.
- Negotiated the expansion of the cardiothoracic surgery program to a new hospital, two hours west of Richmond.
- Developed a formal outreach program for surgeons to reach all areas of Central Virginia.
- Successfully negotiated the sale of practice assets to a local hospital system.

MCV-VCU Department of Health Administration, Richmond, VA (2004 to 2007)
Adjunct Faculty Member

Instructed a course entitled "Physician Practice Management" to graduate students enrolled in the Master of Health Administration program. Topics included finance, revenue cycle management, human resource management, information systems, marketing and business development. Guest lecture as requested.

KLMK Group, LLC, Richmond, VA (June 1997 to January 2004)
Vice President

Responsibilities: Leadership of Facility Consulting Group activities through provision of financial planning, market planning and strategic planning services. Maintain current and develop new client relationships.

Accomplishments:

- Developed a software package that creates pro forma financial statements for facility development projects.
- Created a new service line providing Certificate of Need preparation services.
- Created a new service line providing market analysis and need/demand studies for clients.

Specific services include the following:

- Provided **development services** for an 82,000 square foot medical office building in Woodbridge, Virginia.
- Wrote a **business plan** for a new neonatology **physician practice**; business plan was used to negotiate contracts with hospitals and organize and launch the practice.
- Performed market analyses, developed **demand projections** and projected capacity requirements for **replacement hospitals** in Winchester, KY, Charlotte, NC, Middletown, OH, Warner Robins, GA.
- Performed **financial feasibility studies** on hospital redevelopment plans and medical office building projects in New Orleans, LA, South Charleston, WV, Woodbridge, VA, Birmingham, AL.
- Coordinated and developed over 15 **Certificate of Need** applications in the states of North Carolina and Virginia for projects including acquisition of new equipment, miscellaneous capital expenditures and replacement hospital projects.

Bon Secours Richmond Health Corporation, Richmond, VA (February 1996 - May 1997)
Systems Engineer

Responsibilities: Preparation of bi-weekly, monthly, and quarterly reports of productivity, budget variance, and financial and operational indicators for hospital administrators and the board of directors.

Accomplishments:

- Calculated the FTE requirements for in-sourcing housekeeping and dietary functions.
- Performed efficiency study of the emergency department and provided data supporting the development of a fast-track for patient care.

Martin Marietta, King of Prussia, PA (August 1993 - March 1995)
Configuration Data Management Engineer

Responsibilities: Maintenance of a database documenting system requirements and definitions.

VOLUNTEER *RVA 1004100*, Richmond, VA (2022 – present)
Leader

St. Christopher's School, Richmond, VA (2011 – present)
Various Volunteer Roles

Greater Richmond SCAN, Richmond, VA (2014 – 2017)
Board Member

World Pediatric Project, Richmond, VA (2010 – 2012)
Development Committee Member

Reville Weekday School, Richmond, VA (2008 – 2011)
Parent Advisory Committee Member

Central Virginia Healthcare Executive Group, Richmond, VA (2002 – 2007)
Founding Member and Past President

Junior League of Richmond, Richmond, VA (September 1995 - 2008)
Past Committee Chair

American Red Cross (1995 – 1997)

OTHER

Recipient of 2001 *ACHE Early Career Healthcare Executive Regent's Award*
Certified Focus Group Moderator
1994 Recipient of the Martin Marietta Pride Award.